

# Technical and Vocational Education and Training

Maldives



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**Newsletter**

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## MINISTER'S PREFACE

It is my pleasure to congratulate the PIU-TVET team for their effort in bringing out this newsletter, and I am happy that each member of the team has volunteered a bit of their time.

I hope that this new beginning would provide invaluable information regarding the work which is being done and work which has to be done regarding TVET.

I wish all the success to the newsletter.

**Abdul Rasheed Hussain**

## INTRODUCTION

We are delighted to be launching this first of what we hope will be many TVET newsletters. The aim of this newsletter is to promote a broad understanding of Technical and Vocational Education and Training and to keep all interested parties well informed about TVET activities.

**PIU-TVET Team**

# A TVET SYSTEM FOR THE MALDIVES

## What is Technical and Vocational Education and Training (TVET)?

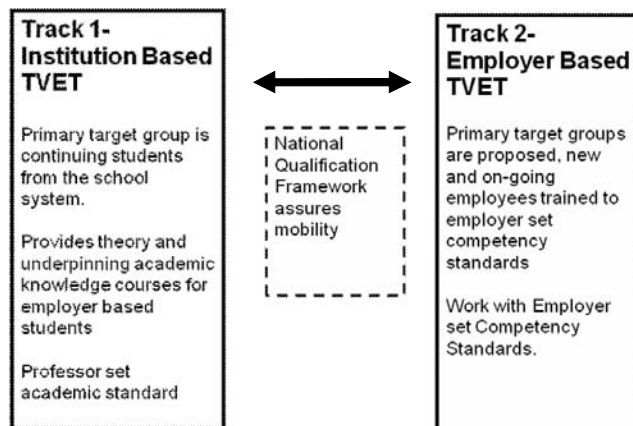
The world of Technical and Vocational Education and Training (TVET) is unique in the field of education. The school system prepares students for the next level or grade up through University. TVET prepares learners for employment and then helps them to continue their education part time.

The tradition of education is to fill the first 22 years of life with learning designed around growth and maturation. TVET is based on mature individuals mastering skills and the concepts behind those skills, over a working lifetime to get a first job and then remain employable as technology and society change.

The Goal of TVET system is to ensure that young people can find and follow satisfying careers in an economy that has a continuing supply of new workers with skills and attitude required by industry and business.

### Our vision is:

**To establish a TVET system in the Maldives that is demand driven, accessible, beneficiary financed and quality assured which also meets the needs of society for stable and economic growth, the needs of business and commerce for skilled and reliable work force, the need of young people for decent jobs and the needs of workers for continuous mastery of new technology.**



**The twin track in TVET:** Track 1 is Institution based TVET. Primary target group is continuing students from the school system. Intuition based TVET provides theory and underpinning academic knowledge courses for employer based students. The Maldives has a well established college system which supports institution based TVET.

# EMPLOYMENT SKILLS TRAINING PROJECT

Track 2 is Employer Based TVET (EBT) track. EBT refers to structured training provided by employers that takes place on the job. EBT is organized around the needs of the employer for employment competencies, and work attitudes at employer set standards.

At this time, there is no recognized EBT. There is no formal apprenticeship. Hotels and resorts have training programs for new staff and these vary from extremely basic to formal international level development activities.

Maldives will have its own path. But we are seeing today is the emergence of the second track of TVET, Employer Based Training to compliment the excellent college developed over the last many years. As you will see, EBT will reach out to those who are presently shut out from further education. It will take as objective to meet the skills needs of communities, to develop community responsive programs throughout the country. It will try to make every employer a training campus and every employee a part-time learner.

It will take time and resources, but the training partnership between employers and DHET/TVET is underway and will build this second track to the TVET system.



The Ministry's Project Implementation Unit (PIU) implements and manages the Employment Skills Training Project (ESTP), an ADB funded project which aims to increase the number of Maldivian, men and women, actively participating in the labor force, employed and self employed. The Project will increase the supply of employment-oriented skills training in various occupations and improve the capacity to develop and deliver Competency Based Skills Training (CBST). It aims to:

- (i) provide youth with employment-oriented skills training;
- (ii) improve public perception of training and employment in locally available skills-oriented occupations;
- (iii) make available employment-related information to more Maldivians; and
- (iv) strengthen the capacity for labor administration and for labor market analysis. These will be achieved by
  - increasing access to quality employment-oriented skills training in selected regions,

- social marketing and improving career guidance and awareness of employment opportunities, and
- strengthening the capacity of the Ministry of Higher Education, Employment and Social Security (MHES).

The Project will focus on delivering training in five key sectors: construction, tourism, fisheries and agriculture, transport, construction and the social sectors. These are included in the national development priority and play an important part in the continued economic well-being of the country.

Despite real challenges, significant progress has been made in all the components. An integrated skills development for employment system has been designed and is gradually being staffed. A Technical and Vocational Education and Training (TVET) section has been formed within the Department of Higher Education and Training (DHET) and staff training in the various TVET management competencies has begun. Various project activities are also being implemented and in spite of the difficulties the project faced during the initial stages, now the project is sailing smoothly and the project implementation team hopes to achieve all its goals before the project ends in March 2009.

## **EMPLOYMENT SKILLS TRAINING PROJECT FUNDS**

The funds under the ESTP, namely the Training Development Fund (TDF), the Workforce Training Fund (WTF), and the Community Initiated Training and Employment Fund (CITEF) are now being administered by the Project Implementation Unit (PIU).

### **Training Development Fund (TDF)**

The TDF will support the work of the five Employment Sector Councils (ESCs). These sectors are: Transports, Fisheries and Agriculture, Construction, Tourism and Social Services. The TDF will support the design of a human resources development strategy for each of the above mentioned sectors and develop or acquire and validate competency based training standards for each employment level. By involving Enterprise in this way, the TDF ensures that training is based on labor market information and is demand driven and responsive to the needs of Enterprise for a skilled Maldivian workforce. The TDF is envisioned as investments in the development of a human resources strategy and the acquisition of competency based training standards. There is no intention of cost recovery in the TDF. The TDF will be disbursed during the project and the PIU will be available during the project to administer the fund.

### **Community Initiated Training and Employment Fund (CITEF)**

The CITEF is a fund designed to encourage communities (a community is defined as the

residents of one island) to play a role in increasing the number of Maldivian men and women actively participating in the employed labor force. The fund will support community projects designed to support skills training in the five key sectors supported by the ESTP, namely tourism, fisheries and agriculture, transport, construction and social services. The budget earmarked for CITEF can support up to 12 projects of about Rf 150,000.00 per project.

### **Workforce Training Fund (WTF)**

The WTF will fund training in competency areas complying with standards issued by the ESCs to apply to their specific industry and endorsed by the Maldives Accreditation Board (MAB). Financial resources will be provided to support demand driven employment-oriented learning in response to ESC Strategic Human Resource Plans, in locations that meet the needs of the employer and potential employees, at standards endorsed by MAB and training provided by registered trainers or training institutions. The WTF is envisioned to have cost recovery and will continue even after the end of the project. Since the PIU will be disbanded after the project is finished, estimated to be in 2009, there has to be a structure within MHES which will continue the disbursement of training fees and the collection of cost recovery fees for this employer-based training project. In fact it will be beneficial if the structure can be operational as soon as possible so that the PIU can pass on their experience in the implementation of the fund.

# WHAT ARE COMPETENCY STANDARDS?

Competency standards define the competencies required for effective performance nationally in an occupation or trade.

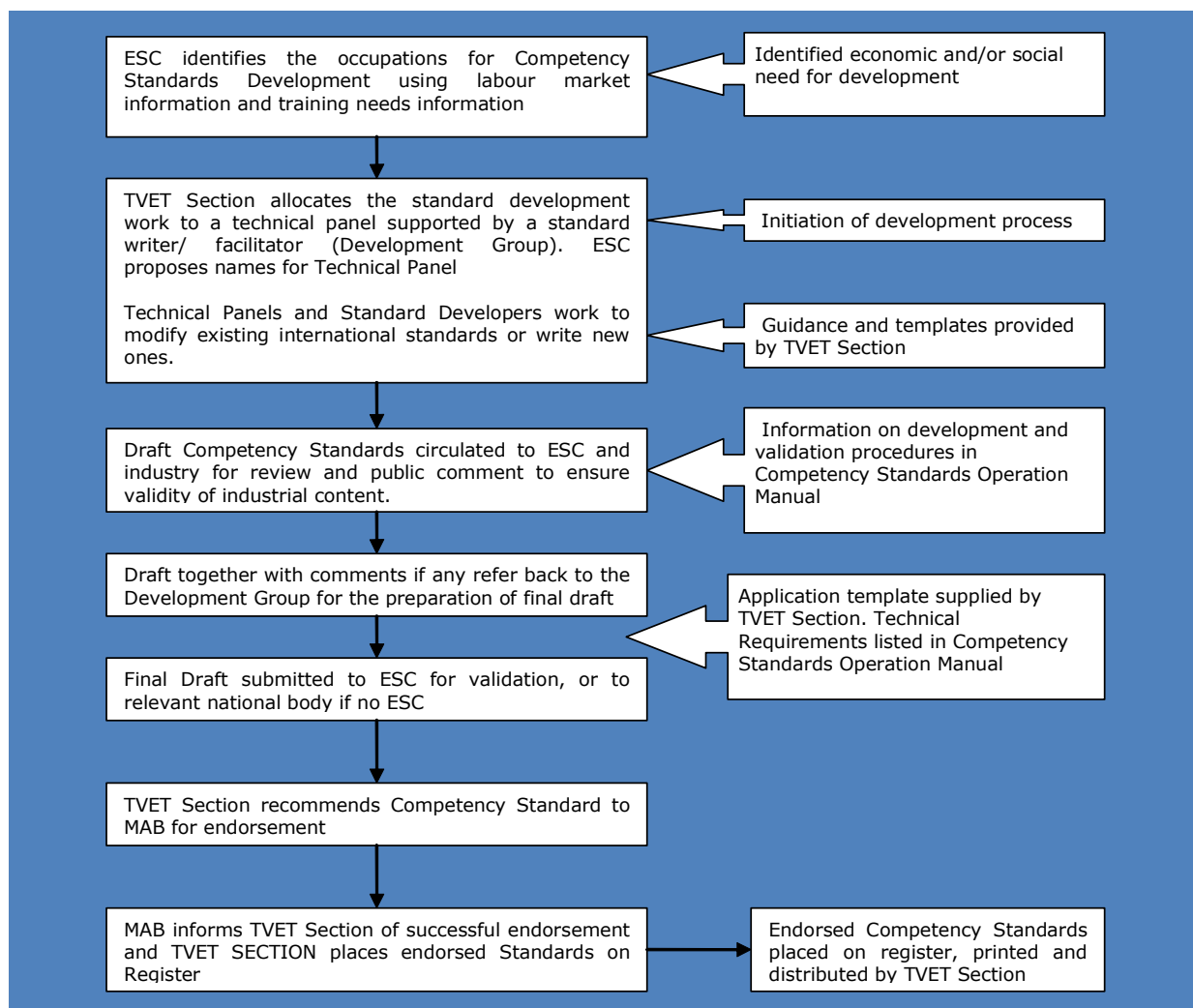
Competency standards focus on what is expected of a worker in the workplace, rather than on the learning process. Its key features are:

- i. Competency standards stress the ability to transfer and apply skills and knowledge to new situations and environments.
- ii. In Competency standards the emphasis is upon outcomes and upon the

application of skills and knowledge, not just the specification of skills and knowledge.

- iii. Competency standards are concerned with what people are able to do, and the ability to do this in a range of contexts.
- iv. Competency standards include all aspects of workplace performance and not only narrow task skills. The five dimensions of competency are:
  - Task Skill
  - Task Management Skill
  - Contingency Management Skill
  - Job role/work environment Skill
  - Transfer Skill

## STANDARDS DEVELOPMENT PROCEDURES AND PROCESSES





# IN COUNTRY PROGRAM (ICP) ON COMPETENCY BASED CURRICULUM ( CBC) DEVELOPMENT 17 - 26 FEBRUARY 2008

Colombo Plan Staff College (CPSC) for Technical Education organized and conducted an In-Country Program (ICP) on Competency Based Curriculum (CBC) Development between 17 - 26 February 2008 in collaboration with Ministry of Higher Education, Employment and Social Security.

Twenty participants from different Institutes participated in this training program. This 10 day workshop was inaugurated by the Acting Minister for Ministry of Higher Education, Employment and Social Security. Senior members of Maldives College of Higher Education were also present for the inauguration.

This program was designed to facilitate deep understanding of the CBC development as an approach to better link TVET skills, training curricula and industries' requisite for specific skills competency for work productivity. It was hoped that development of the curriculum, keeping the competencies in focus, will prove to be an enabling tool to make TVET in Maldives a more competent breeding ground of globally competitive work force

A special lecture was given by the Program Supervisor Prof. Shyamal Majumdar, Ph.D on Emerging Trends in Industry Institute Partnership in Asia and the Pacific Countries.

During the 10 days work shop, the Course Coordinator and Lecturer Dr. Suresh K. Dhameja explained in depth about CBC. The main objectives of the training program were to:

- explain the general concepts of competency-based curriculum
- impart skills amongst the participants for identification of competencies, development of standards and learning package

- formulate an assessment and evaluation procedure for a competency-based program

This program was utilized by both face-to-face and web-based teaching and learning delivery systems to impart the desired knowledge, skills and competencies to the participants. The training program operated on the following instructional strategies:

- Special lecture, theme paper presentations and video-on-demand (VOD) packaged both in a printed program book as well as on the web-based Teaching and Learning System (TLS) mode
- Experience and knowledge sharing to promote awareness and advocate Competency-based education and training
- Group tasks to encourage and inspire teamwork in the performance of assigned tasks
- Industry/Institutions visits

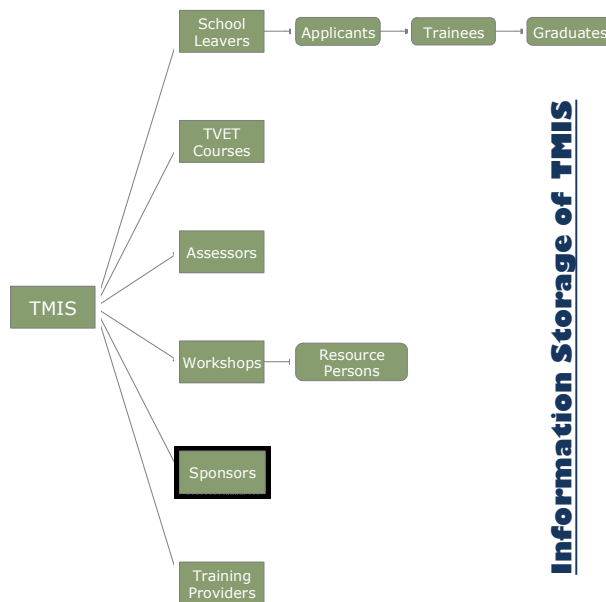
By the end of the workshop, participants were competent in developing curriculum for Competency Based Standard and they produced sample designs of a Competency Based Training Package.



# TRAINING MANAGEMENT INFORMATION SYSTEM (TMIS)

Training Management Information System (TMIS) is a web based information system which is specifically designed and developed to manage the TVET training information system. The information stored in it includes, data collected about school leavers, who are the potential trainees of TVET courses, applicants, trainees and graduates as well as assessors and training providers of TVET courses along with the logical linkage between them.

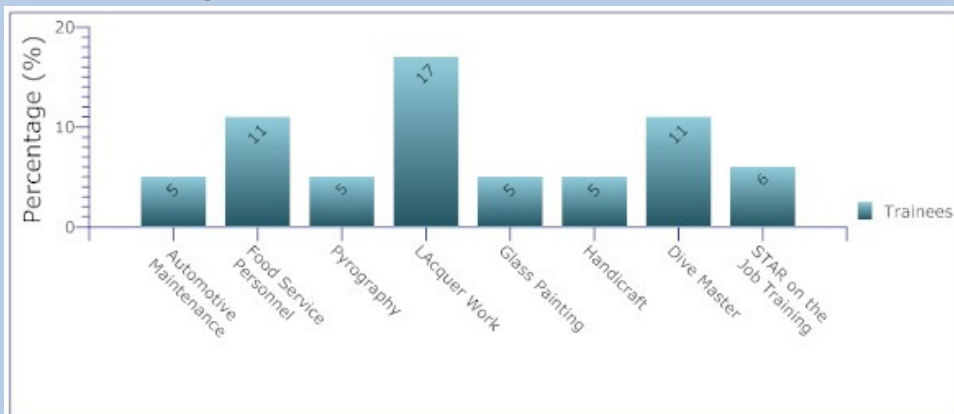
Being a web based system; TMIS allows fast access to the system in a multi-user environment for on-demand reporting and decision making. It improves the quality and integrity of data by eliminating human error as much as possible with increased efficiency in handling the data.



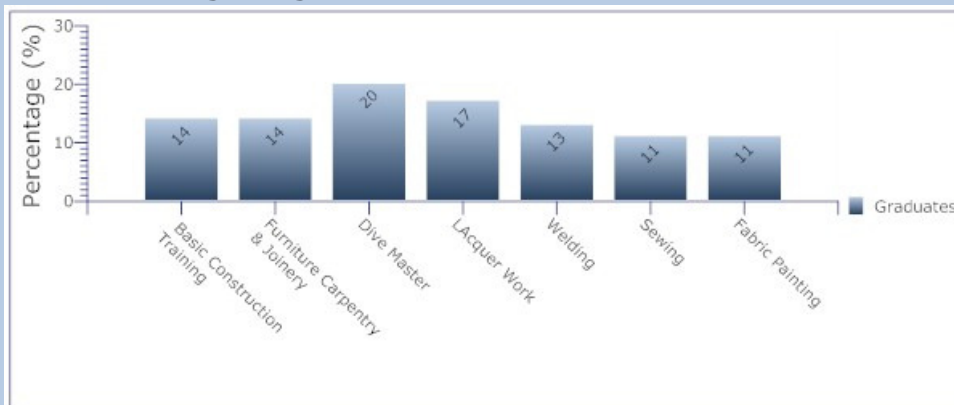
**Information Storage of TMIS**

## TVET IN FIGURES

**Percentage of trainees in various TVET courses**



**Percentage of graduates in various TVET courses**



### PIU-TVET TEAM

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 ZEENA ALI  
 SHABANA RASHEED  
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